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November 18, 2019

## Update Re Collective Agreement Implementation

I want you to know we are doing our best to try and keep you all updated as much as possible, I admit I am finding it challenging, but none the less I remain committed to keeping you all updated and informed.

I wanted to get an update out with regards to the various committees and union appointees for rollout and implementation of the Collective Agreement, we have been actively working on all matters and pressuring the Employer to move along expeditiously, we have meetings this week and hope to have better sense ideally by end of week or next on timelines for the various committees and implementations issues/matters. We have no further update on Retro payout other than it will be before the end of the calendar year (December 31, 2019). As soon as I have any definitive date, I will let everyone know.

I am advised the Expense Claim forms reflecting new mileage rates and CTO banking administrative processes are now in place to reflect the new changes. We are awaiting the Employer appointees for the various committees. We are close to finishing the first draft version of the new Collective Agreement which incorporates all new changes.

We communicated to the Employer the following on October 30, 2019

Dear Provincial Executive Board Members;

### **Re: APBC - Collective Agreement Implementation Team and Committees**

On behalf of the Executive Committee the following is an update and summary of the various committees and tasks for implementation of the Collective Agreement.

Thank you all for the Expression of Interest and offers to participate, we have done our best to balance and ensure inclusion, key roles having the right expertise and spreading the work out; sorry we couldn't accommodate all requests, rest assured there is lots of work and we will be using everyone.

Under separate cover we will be advising the Employer of appointments and key implementation tasks, deadlines etc.

1. **JOINT LABOUR MANAGEMENT CA IMPLEMENTATION & OVERSIGHT GROUP** This will be a high-level joint labour management working group for oversight of all aspects of rollout and implementation of the Collective Agreement. We are working on finalization of the terms of reference/agreement. Troy Clifford Jason Jackson Dustin Jackson John Strohmaier

Support as needed: Warren Leeder, Ted Harrison, Kelly Budway, Amy Chris, the remainder of PEC as required

2. **CA REVIEW & FINALIZATION – DEVELOPMENT COMMITTEE** We all agree getting a collective agreement done as soon as possible is a priority. We need to get everyone, but in particular the PVPs, RVPs, Stewards and members a working document, even if it is in draft form initially. Following up on consultation, discussions, the PEC, the meetings with the ER, here is the plan with respect to getting a collective agreement drafted:

The Union Collective Agreement review/draft and implementation team/group will be Troy Clifford, Lead Jason Jackson, Ian Johnston, John Strohmaier Sat Dhillon (support) and Cameron Eby (as required) The rest of the PEC and Negotiating committee will be tasked and provide support as needed. Under separate cover I have advised the Employer of our plan to move forward in an expeditious way by drafting the first version. We are holding our initial meeting to compile the first draft version on Nov 5, 2019 at the Union office; we want to drive and steer this and getting the first version early is one step. We have set an ambitious timeline to have a working draft by mid-November.

### 3. COLLECTIVE AGREEMENT - COMMITTEES AND SUB COMMITTEES

#### **Vacation Selection Review Committee** – (4 union positions)

- Lorraine Till, Lead
- Keith Taylor, Kevin Marriott, Warren Leeder

#### **SOC implementation Committee** – (two union representatives covered by ER)

- Jason Jackson and Dustin Jackson – Leads. As we work through this we will need to utilize as many of the PEC, RVPs and Bargaining Committee as possible and/or needed particularly in SOC and its sub committee's expression of interest received from the following:
- Ian Johnston, Amy Chris, Andre Ledoux, Christian Anderson, Annemarie Byers, Keith Moraes, Keith Taylor, Shane Thair, Ted Harrison, Tanis Douglas, Grant Farquhar, Kelly Budway) We have communicated the need to move ahead expeditiously with Fatigue/ FAID Tool Training.

#### **Harassment Process Committee** – (4 union positions)

- Dave Deines – Lead
- Dave Leary, Andre Ledoux, Megan Lawrence NOTE: We have identified the typo on date says Oct 31, 2019 which the parties need to clarify



**Substance Use Disorder Sub-committee** – (3 Union positions)

- Bob Parkinson – Lead Melanie Stephens, Kelly Budway

**Post Shuffle Working Group** – (3 Union Positions)

- Dave Deines – Lead
- Shane Thair, Keith Moreas

**Provincial Joint Occupational Health and Safety Committee Proposal #2** – (2 from POSH)  
Corey Froese and Bob Parkinson

**District Occupational Health & Safety Committee Proposal #2**

TBD - Bob Parkinson and Corey Froese will select representatives in Consult with PEC

**Employee Benefits -Rehab Committee Proposal #69** – (2 union positions)  
Bob Parkinson and Warren Leeder

**CISD Steering Committee Proposal #68** – (2 union positions)  
Melanie Stephens and Lindsay Kellosalmi

**Office of Expedited Arbitration Proposal ER #08**  
Jason Jackson, Dustin Jackson, John Strohmaier

**Grievance Clean Up ER#08 (Office of Expedited Arbitration)**  
Jason Jackson and Dustin Jackson

**4. OTHER POST BARGAINING ISSUES AND TASKS:**

- **Orientation to Practice Proposal #56**

We are communicating with the Employer to seek a copy of the written orientation to practice

- **Establish LOA repository resource**

Troy Clifford and Dave Deines - Implement a LOA repository

- **Job Descriptions Proposal #76**

Re: March 4, 2019 letter of intent - Requires within 60 days of ratification the Employer will provide the Union copies of all current job descriptions for all classifications. We have communicated under separate cover.



- **Time Off In Lieu of Overtime Proposal #2**

Issue to be raised at the December PJLMC- need Employer to establish administrative procedures

- **Outstanding Disputes ER #9 (Selection)**

Jason Jackson and Dustin Jackson - Regarding External CCP hires, going to Arbitration in March. Definition of qualified is clear in CA, must have same requirements for all candidates.

Dave Deines - We are communicating with the Employer to seek a copy of the written orientation to practice.

Re: March 4, 2019 letter of intent - Requires within 60 days of ratification the Employer will provide the Union copies of all current job descriptions for all classifications. We have communicated under separate cover.

Sincerely,



Troy Clifford  
Provincial President  
Ambulance Paramedics of BC Emergency Dispatchers of BC  
CUPE Local 873

TC/km/MoveUp

